

## ATTACHMENT A

### P.O.A.M. PROPOSED BENEFITS for NEW HIREES EFFECTIVE JULY 1, 2012 (UPDATED 3/15/2013)

Bereavement – 36 hours or 3 days off for Immediate Family  
24 hours or 2 days for aunt, uncle, or member of employee's household not covered by the definition of immediate family.

Holidays – 11 Paid Holidays

Sick Days – 72 hours or 6 days per year

Personal Days – 36 hours or 3 days per year

Vacation Days – After 6 months = 10 days (80 hours)  
After 5 years = 15 days (120 hours)  
After 15 years = 18 days (144 hours)  
After 20 years = 20 days (160 hours)

Vacation Cashout – No Change from Current Contract

Furlough Days – N/A

Employee Contribution to Fire & Police Pension (345) – 5%

Annuity Withdrawal: Provision eliminated in its entirety for all employees hired on or after July 1, 2012.

Pension Plan – 2% multiplier

Age at Retirement – 25 years of service at any age

Upon retirement, the employee receives 50% of their accumulated sick time at the employees prevailing wage.

Health Care – Employee contributions toward health plan premium, prescription premium, wrap plan cost, and administrative costs shall be governed by PA 152 of 2011. The cost of this coverage will increase as follows once employee's base wages reach \$55,000:

Pay 25% of the premium for 2 person coverage

Pay 30% of the premium for Family coverage

Said additional payments shall not be factored into the calculations required by PA 152.

There will be a deductible of \$250 for single and \$500 for 2 person & family.

Prescription Drug: \$10/\$40 co-pay

Health Care Waiver – Single	\$2000
2 Person	\$4000
Family	\$5000

Dental – 100/80/80 % plan with a \$1,500 maximum per person

No Vision

Retirees have Health Care Savings Plan– City contributes \$150/month. Retirees will not be eligible for retiree health insurance or the waiver.

Life Insurance: \$60,000

Flexible Spending Account (Employee Contribution only; no contribution by the City)